

Larkin Minnesota - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Minnesota Pregnancy and Parental Leave Act (MPPL)	Leave Laws - MPPL runs concurrently with MN PLL and federal FMLA. Pay Laws - MN PLL	Leave	1 employee (US)	No requirements.	Yes	Yes	12 weeks Pregnancy Disability and Parental	N/A	N/A	N/A
Minnesota Paid Leave Law (MN PLL)*	Leave Laws - MN PLL runs concurrently with MPPL and federal FMLA. Pay Laws - N/A.	Leave and pay	1 employee (MN)	Earned at least 5.3% of the state average annual wage, rounded down to the next lower \$100 (\$3,700 in 2025) during the base period, the last 4 completed quarters before the employee's application for benefits. Job protected leave - 90 days of employment with current employer.	Yes - see "Employee Eligibility"	Yes	12 weeks (combined) Pregnancy Disability, Medical 12 weeks (combined) Parental, Family Care, Qualifying exigency, Safety 20 weeks total between all leave types.	90% of an employee's wages that is equal to or less than 50% of Minnesota average weekly wage (\$1,423 in 2026).	No waiting period. With the exception of bonding, benefits are payable upon a consecutive 7-day qualifying period and are paid retroactively back to day 1.	Spouse or domestic partner; sibling; grandchild; grandparent or spouse's grandparent; son- or daughter-in-law; child (biological, adopted, or foster child, stepchild, standing in loco parentis, legal guardian, de facto parent, or child of the domestic partner); parent or legal guardian of the applicant (including biological, adoptive, de facto, foster, or step-parent, in loco parentis to the applicant when the applicant was a child); and an individual who has a relationship with the applicant that creates an expectation and reliance that the applicant care for the individual, whether or not the applicant and the individual reside together.

*Upcoming law (not active) - final details of the MN PLL law are pending. Contributions to the program are expected to begin January 1, 2026, the law and it's associated benefits become available to employees effective January 1, 2026.

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